

MEMORANDUM

TO: PESB Members

FROM: Jennifer Wallace, Executive Director

DATE: September 11, 2009

SUBJECT: TAB 9 – Presentation and Discussion: Length of Residency Certificate and the Continuum of Educator Development
 September 23, 12:45-1:30 pm

BACKGROUND INFORMATION / PREVIOUS BOARD ACTION

Date	Action
2008 Legislature	Required the PESB to “ <i>set performance standards and develop, pilot, and implement a uniform and externally administered professional-level certification assessment based on demonstrated teaching skill.</i> ” During Tab 8 members will receive an update on this assessment, the ProTeach Portfolio.
2009 Legislature	ESHB 2261 (Basic Education legislation) charges the PESB with submitting to the Governor and Legislature by January 1, 2010 - <i>A recommendation on the length of time that a residency certificate issued to a teacher is valid and within what time period a teacher must meet the minimum level of performance for and receive a professional certificate in order to continue being certified as a teacher.</i> 2261 also established that - <i>“Beginning no earlier than September 1, 2011, award of professional certificate shall be based on a minimum of two years of successful teaching experience as defined by the board and on the results of the evaluation authorized under RCW 28A.410.210” [the ProTeach Portfolio]</i>

Under current PESB WAC, upon completion of an educator preparation program or when a certified teacher moves from another state, they are issued an un-dated residency certificate. When a teacher has accumulated two years of teaching and is issued a third year continuing contract, the teacher then applies for certificate reissuance, and is issued a residency certificate with a five-year expiration date. If at

the end of this five-year period the teacher has not completed the requirements for the professional certificate, they may be eligible for one more 2-year renewal if they are:

1. enrolled in a professional certificate program;
2. are a candidate for and have complete the assessment for National Board Certification;
3. are ineligible for professional certificate because they are not employed.

This means that currently, teachers have up to nine years on a valid residency teaching certificate. This length of time is inconsistent with the original intent of a second-tier certificate. In 2010, the PESB will need to address the first cohort of residency certificate holders who have reached the end of their renewal options and have either not pursued, or been unsuccessful in attaining, the professional certificate. Currently, there are no provisions for reinstatement of an expired certificate.

It is the desire of the legislature and the PESB that the ProTeach Portfolio process be supported and encouraged at the end of beginning teacher induction or as a process by which out-of-state teachers may develop a portfolio of evidence of their effectiveness with students meeting Washington state standards as soon as they are able.

In addition, the drawn-out timeline for the professional certificate, and state and local financial incentives and supports for teachers to pursue National Board certification has further skewed a continuum of educator development the PESB is striving to build that places the Professional Certificate as an appropriate and reasonable expectation post-induction, while reserving National Board Certification for far more accomplished and experienced teachers. The fact that an increase in compensation does not exist directly related to the professional certificate, and the ProTeach portfolio, with even fewer associated clock hours or credits than the previous higher education professional certificate program, stands to further exacerbate this situation.

Working Toward Recommendations

In addressing the charge of 2261, ESB staff has begun articulating the various issues and policy options related to this charge. In developing this recommendation, the legislation further requires that the PESB consult with interested stakeholders, naming specifically the Washington Education Association, the Washington Association of School Administrators, Association of Washington School Principals, and the Washington State School Directors' Association, and that we shall include comments from each of these organizations in the recommendations we submit. Representatives from these organizations will be holding their first meeting on September 15th. Key questions they will address include:

- Should length of certificate validity take into consideration whether the teacher was fully employed during that time period?
- What situations warrant renewal of residency certification and for how long? What requirements should be associated with that renewal?
- If a teacher intentionally or unintentionally allows their certificate to lapse, what if any provisions should we make for reinstatement?
- The legislation clearly requires that repeated failure to meet the minimum performance level on the ProTeach Portfolio will result in loss of license. This will

- undoubtedly mean there will be teachers that schools and districts view favorably who are unsuccessful on this assessment and will lose their license. Will WASA or others push the legislature for alternative means of reaching the professional certificate for those employees they wish to retain?

ANTICIPATED OUTCOMES

1. Members receive update on first meeting of stakeholder group on this issue
2. Members discuss and provide perspective re: the issues that need to be considered
3. Where appropriate, members indicate where they need additional information or wish staff to pursue further options.

Work Plan Goal:

Goal 4 An agreed-upon and widely understood system for review and revision of high and relevant preparation standards and certification requirements for all educators

Ends Policy: All Washington educators will be prepared and certified according to high and rigorous standards to ensure they are effective in helping students meet or exceed state learning goals.

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